

Table A1: USAID TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
					All	male	female	male	female	male	female	male	female	male	female	male	female	male
TOTAL																		
FY 2015	#	3790	1794	1996	111	99	1285	1177	265	523	121	174	1	1	5	11	6	11
	%	100%	47.34%	52.66%	2.93%	2.61%	33.91%	31.06%	6.99%	13.80%	3.19%	4.59%	0.03%	0.03%	0.13%	0.29%	0.16%	0.29%
FY 2016	#	3889	1819	2070	111	107	1292	1205	272	548	129	182	1	2	8	13	6	13
	%	100%	46.77%	53.23%	2.85%	2.75%	33.22%	30.98%	6.99%	14.09%	3.32%	4.68%	0.03%	0.05%	0.21%	0.33%	0.15%	0.33%
NCLF (2010)	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
Difference	#	99	25	74	0	8	7	28	7	25	8	8	0	1	3	2	0	2
Ratio Change	%	0.00%	-0.56%	0.56%	-0.07%	0.14%	-0.68%	-0.07%	0.00%	0.29%	0.12%	0.09%	0.00%	0.03%	0.07%	0.04%	0.00%	0.04%
Net Change	%	2.61%	1.39%	3.71%	0.00%	8.08%	0.54%	2.38%	2.64%	4.78%	6.61%	4.60%	0.00%	100.00%	60.00%	18.18%	0.00%	18.18%
PERMANENT																		
FY 2015	#	3303	1551	1752	102	88	1091	1003	238	494	109	146	0	1	5	10	6	10
	%	100%	46.96%	53.04%	3.09%	2.66%	33.03%	30.37%	7.21%	14.96%	3.30%	4.42%	0.00%	0.03%	0.15%	0.30%	0.18%	0.30%
FY 2016	#	3432	1593	1839	100	97	1122	1038	245	523	112	156	0	1	8	12	6	12
	%	100%	46.42%	53.58%	2.91%	2.83%	32.69%	30.24%	7.14%	15.24%	3.26%	4.55%	0.00%	0.03%	0.23%	0.35%	0.17%	0.35%
Difference	#	129	42	87	-2	9	31	35	7	29	3	10	0	0	3	2	0	2
Ratio Change	%	0.00%	-0.54%	0.54%	-0.17%	0.16%	-0.34%	-0.12%	-0.07%	0.28%	-0.04%	0.13%	0.00%	0.00%	0.08%	0.05%	-0.01%	0.05%
Net Change	%	3.91%	2.71%	4.97%	-1.96%	10.23%	2.84%	3.49%	2.94%	5.87%	2.75%	6.85%	0.00%	0.00%	60.00%	20.00%	0.00%	20.00%
TEMPORARY																		
FY 2015	#	487	243	244	9	11	194	174	27	29	12	28	1	0	0	1	0	1
	%	100%	49.90%	50.10%	1.85%	2.26%	39.84%	35.73%	5.54%	5.95%	2.46%	5.75%	0.21%	0.00%	0.00%	0.21%	0.00%	0.21%
FY 2016	#	457	226	231	11	10	170	167	27	25	17	26	1	1	0	1	0	1
	%	100%	49.45%	50.55%	2.41%	2.19%	37.20%	36.54%	5.91%	5.47%	3.72%	5.69%	0.22%	0.22%	0.00%	0.22%	0.00%	0.22%
Difference	#	-30	-17	-13	2	-1	-24	-7	0	-4	5	-2	0	1	0	0	0	0
Ratio Change	%	0.00%	-0.44%	0.44%	0.56%	-0.07%	-2.64%	0.81%	0.36%	-0.48%	1.26%	-0.06%	0.01%	0.22%	0.00%	0.01%	0.00%	0.01%
Net Change	%	-6.16%	-7.00%	-5.33%	22.22%	-9.09%	-12.37%	-4.02%	0.00%	-13.79%	41.67%	-7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NON-APPROPRIATED																		
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

National Civilian Labor Force (NCLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the total USAID workforce (Civil Service and Foreign Service).

Table A1: CIVIL SERVICE TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
TOTAL																		
FY 2015	#	1704	711	993	55	49	423	477	165	392	59	65	1	1	4	2	4	7
	%	100%	41.73%	58.27%	3.23%	2.88%	24.82%	27.99%	9.68%	23.00%	3.46%	3.81%	0.06%	0.06%	0.23%	0.12%	0.23%	0.41%
FY 2016	#	1739	715	1024	52	55	431	487	161	397	61	72	1	1	5	4	4	8
	%	100%	41.12%	58.88%	2.99%	3.16%	24.78%	28.00%	9.26%	22.83%	3.51%	4.14%	0.06%	0.06%	0.29%	0.23%	0.23%	0.46%
NCLF (2010)	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
Difference	#	35	4	31	-3	6	8	10	-4	5	2	7	0	0	1	2	0	1
Ratio Change	%	0.00%	-0.61%	0.61%	-0.24%	0.29%	-0.04%	0.01%	-0.42%	-0.18%	0.05%	0.33%	0.00%	0.00%	0.05%	0.11%	0.00%	0.05%
Net Change	%	2.05%	0.56%	3.12%	-5.45%	12.24%	1.89%	2.10%	-2.42%	1.28%	3.39%	10.77%	0.00%	0.00%	25.00%	100.00%	0.00%	14.29%
PERMANENT																		
FY 2015	#	1548	626	922	49	44	363	434	153	376	53	59	0	1	4	2	4	6
	%	100%	40.44%	59.56%	3.17%	2.84%	23.45%	28.04%	9.88%	24.29%	3.42%	3.81%	0.00%	0.06%	0.26%	0.13%	0.26%	0.39%
FY 2016	#	1584	634	950	46	48	374	441	152	383	53	66	0	1	5	4	4	7
	%	100%	40.03%	59.97%	2.90%	3.03%	23.61%	27.84%	9.60%	24.18%	3.35%	4.17%	0.00%	0.06%	0.32%	0.25%	0.25%	0.44%
Difference	#	36	8	28	-3	4	11	7	-1	7	0	7	0	0	1	2	0	1
Ratio Change	%	0.00%	-0.41%	0.41%	-0.26%	0.19%	0.16%	-0.20%	-0.29%	-0.11%	-0.08%	0.36%	0.00%	0.00%	0.06%	0.12%	-0.01%	0.05%
Net Change	%	2.33%	1.28%	3.04%	-6.12%	9.09%	3.03%	1.61%	-0.65%	1.86%	0.00%	11.86%	0.00%	0.00%	25.00%	100.00%	0.00%	16.67%
TEMPORARY																		
FY 2015	#	156	85	71	6	5	60	43	12	16	6	6	1	0	0	0	0	1
	%	100%	54.49%	45.51%	3.85%	3.21%	38.46%	27.56%	7.69%	10.26%	3.85%	3.85%	0.64%	0.00%	0.00%	0.00%	0.00%	0.64%
FY 2016	#	155	81	74	6	7	57	46	9	14	8	6	1	0	0	0	0	1
	%	100%	52.26%	47.74%	3.87%	4.52%	36.77%	29.68%	5.81%	9.03%	5.16%	3.87%	0.65%	0.00%	0.00%	0.00%	0.00%	0.65%
Difference	#	-1	-4	3	0	2	-3	3	-3	-2	2	0	0	0	0	0	0	0
Ratio Change	%	0.00%	-2.23%	2.23%	0.02%	1.31%	-1.69%	2.11%	-1.89%	-1.22%	1.32%	0.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	-0.64%	-4.71%	4.23%	0.00%	40.00%	-5.00%	6.98%	-25.00%	-12.50%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NON-APPROPRIATED																		
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

National Civilian Labor Force (NCLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the total USAID workforce (Civil Service and Foreign Service).

Table A1: FOREIGN SERVICE TOTAL WORKFORCE - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
					All	male	female	male	female	male	female	male	female	male	female	male	female	male
TOTAL																		
FY 2015	#	2086	1083	1003	56	50	862	700	100	131	62	109	0	0	1	9	2	4
	%	100%	51.92%	48.08%	2.68%	2.40%	41.32%	33.56%	4.79%	6.28%	2.97%	5.23%	0.00%	0.00%	0.05%	0.43%	0.10%	0.19%
FY 2016	#	2150	1104	1046	59	52	861	718	111	151	68	110	0	1	3	9	2	5
	%	100%	51.35%	48.65%	2.74%	2.42%	40.05%	33.40%	5.16%	7.02%	3.16%	5.12%	0.00%	0.05%	0.14%	0.42%	0.09%	0.23%
NCLF (2010)	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
Difference	#	64	21	43	3	2	-1	18	11	20	6	1	0	1	2	0	0	1
Ratio Change	%	0.00%	-0.57%	0.57%	0.06%	0.02%	-1.28%	-0.16%	0.37%	0.74%	0.19%	-0.11%	0.00%	0.05%	0.09%	-0.01%	0.00%	0.04%
Net Change	%	3.07%	1.94%	4.29%	5.36%	4.00%	-0.12%	2.57%	11.00%	15.27%	9.68%	0.92%	0.00%	0.00%	200.00%	0.00%	0.00%	25.00%
PERMANENT																		
FY 2015	#	1768	939	829	55	40	744	572	84	118	54	87	0	0	0	8	2	4
	%	100%	53.11%	46.89%	3.11%	2.26%	42.08%	32.35%	4.75%	6.67%	3.05%	4.92%	0.00%	0.00%	0.00%	0.45%	0.11%	0.23%
FY 2016	#	1848	959	889	54	49	748	597	93	140	59	90	0	0	3	8	2	5
	%	100%	51.89%	48.11%	2.92%	2.65%	40.48%	32.31%	5.03%	7.58%	3.19%	4.87%	0.00%	0.00%	0.16%	0.43%	0.11%	0.27%
Difference	#	80	20	60	-1	9	4	25	9	22	5	3	0	0	3	0	0	1
Ratio Change	%	0.00%	-1.22%	1.22%	-0.19%	0.39%	-1.61%	-0.05%	0.28%	0.90%	0.14%	-0.05%	0.00%	0.00%	0.16%	-0.02%	0.00%	0.04%
Net Change	%	4.52%	2.13%	7.24%	-1.82%	22.50%	0.54%	4.37%	10.71%	18.64%	9.26%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
TEMPORARY																		
FY 2015	#	362	174	188	4	10	147	144	16	14	7	19	0	0	0	1	0	0
	%	100%	48.07%	51.93%	1.10%	2.76%	40.61%	39.78%	4.42%	3.87%	1.93%	5.25%	0.00%	0.00%	0.00%	0.28%	0.00%	0.00%
FY 2016	#	302	145	157	5	3	113	121	18	11	9	20	0	1	0	1	0	0
	%	100%	48.01%	51.99%	1.66%	0.99%	37.42%	40.07%	5.96%	3.64%	2.98%	6.62%	0.00%	0.33%	0.00%	0.33%	0.00%	0.00%
Difference	#	-60	-29	-31	1	-7	-34	-23	2	-3	2	1	0	1	0	0	0	0
Ratio Change	%	0.00%	-0.05%	0.05%	0.55%	-1.77%	-3.19%	0.29%	1.54%	-0.23%	1.05%	1.37%	0.00%	0.33%	0.00%	0.05%	0.00%	0.00%
Net Change	%	-16.57%	-16.67%	-16.49%	25.00%	-70.00%	-23.13%	-15.97%	12.50%	-21.43%	28.57%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
NON-APPROPRIATED																		
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Net Change	%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

National Civilian Labor Force (NCLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the total USAID workforce (Civil Service and Foreign Service).

Table A3: Total PERMANENT OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Occupational Categories	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
1. Officials and Managers																		
Executive/Senior Level (GS-15, FS-01 and Above)	#	650	340	310	11	11	278	218	34	57	16	22	0	0	0	2	1	0
	%	100%	52.31%	47.69%	1.69%	1.69%	42.77%	33.54%	5.23%	8.77%	2.46%	3.38%	0.00%	0.00%	0.00%	0.31%	0.15%	0.00%
Mid-level (GS-13, GS-14, and FS-02)	#	251	140	111	7	7	102	64	23	28	8	11	0	0	0	0	0	1
	%	100%	55.78%	44.22%	2.79%	2.79%	40.64%	25.50%	9.16%	11.16%	3.19%	4.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.40%
First-Level (Grades 12 and Below)	#	98	38	60	1	3	29	37	8	11	0	9	0	0	0	0	0	0
	%	100%	38.78%	61.22%	1.02%	3.06%	29.59%	37.76%	8.16%	11.22%	0.00%	9.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
- Other	#	1527	662	865	48	49	434	436	116	312	53	55	0	1	7	5	4	7
	%	100%	43.35%	56.65%	3.14%	3.21%	28.42%	28.55%	7.60%	20.43%	3.47%	3.60%	0.00%	0.07%	0.46%	0.33%	0.26%	0.46%
Officials and Managers - TOTAL	#	2526	1180	1346	67	70	843	755	181	408	77	97	0	1	7	7	5	8
	%	100%	46.71%	53.29%	2.65%	2.77%	33.37%	29.89%	7.17%	16.15%	3.05%	3.84%	0.00%	0.04%	0.28%	0.28%	0.20%	0.32%
Occupational CLF		100%	56.11%	43.89%	3.76%	3.48%	45.70%	32.66%	3.69%	5.11%	2.26%	1.92%	0.05%	0.06%	0.43%	0.40%	0.23%	0.25%
2. Professionals																		
	#	710	373	337	31	21	250	205	58	64	32	39	0	0	1	4	1	4
	%	100%	52.54%	47.46%	4.37%	2.96%	35.21%	28.87%	8.17%	9.01%	4.51%	5.49%	0.00%	0.00%	0.14%	0.56%	0.14%	0.56%
Occupational CLF		100%	54.18%	45.82%	4.18%	2.19%	36.45%	26.69%	8.57%	8.96%	4.58%	7.37%	0.00%	0.00%	0.20%	0.40%	0.20%	0.20%
3. Technicians																		
	#	135	32	103	0	4	28	67	1	13	3	18	0	0	0	1	0	0
	%	100%	23.70%	76.30%	0.00%	2.96%	20.74%	49.63%	0.74%	9.63%	2.22%	13.33%	0.00%	0.00%	0.00%	0.74%	0.00%	0.00%
Occupational CLF		100%	36.76%	63.24%	3.43%	4.75%	26.86%	45.25%	3.51%	9.27%	2.31%	2.92%	0.06%	0.06%	0.39%	0.66%	0.21%	0.33%
4. Sales Workers																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers																		
	#	61	8	53	2	2	1	11	5	38	0	2	0	0	0	0	0	0
	%	100%	13.11%	86.89%	3.28%	3.28%	1.64%	18.03%	8.20%	62.30%	0.00%	3.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	24.70%	75.30%	3.10%	7.70%	16.50%	55.70%	3.70%	8.60%	1.00%	2.10%	0.00%	0.10%	0.20%	0.80%	0.10%	0.40%
6. Craft Workers																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8. Laborers and Helpers																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Occupational Civilian Labor Force (CLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the USAID Civil Service workforce as distributed by major occupations.

Table A3: CIVIL SERVICE PERMANENT OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Occupational Categories	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
1. Officials and Managers																		
Executive/Senior Level (Grades 15 and Above)	#	263	127	136	4	5	98	80	17	36	7	14	0	0	0	1	1	0
	%	100%	48.29%	51.71%	1.52%	1.90%	37.26%	30.42%	6.46%	13.69%	2.66%	5.32%	0.00%	0.00%	0.00%	0.38%	0.38%	0.00%
Mid-level (Grades 13-14)	#	67	28	39	2	4	13	13	11	18	2	3	0	0	0	0	0	1
	%	100%	41.79%	58.21%	2.99%	5.97%	19.40%	19.40%	16.42%	26.87%	2.99%	4.48%	0.00%	0.00%	0.00%	0.00%	0.00%	1.49%
First-Level (Grades 12 and Below)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
- Other	#	832	305	527	22	26	163	219	87	250	26	26	0	1	4	1	3	4
	%	100%	36.66%	63.34%	2.64%	3.13%	19.59%	26.32%	10.46%	30.05%	3.13%	3.13%	0.00%	0.12%	0.48%	0.12%	0.36%	0.48%
Officials and Managers - TOTAL	#	1162	460	702	28	35	274	312	115	304	35	43	0	1	4	2	4	5
	%	100%	39.59%	60.41%	2.41%	3.01%	23.58%	26.85%	9.90%	26.16%	3.01%	3.70%	0.00%	0.09%	0.34%	0.17%	0.34%	0.43%
Occupational CLF		100%	56.11%	43.89%	3.76%	3.48%	45.70%	32.66%	3.69%	5.11%	2.26%	1.92%	0.05%	0.06%	0.43%	0.40%	0.23%	0.25%
2. Professionals																		
	#	334	159	175	16	10	93	101	32	41	17	19	0	0	1	2	0	2
	%	100%	47.60%	52.40%	4.79%	2.99%	27.84%	30.24%	9.58%	12.28%	5.09%	5.69%	0.00%	0.00%	0.30%	0.60%	0.00%	0.60%
Occupational CLF		100%	54.18%	45.82%	4.18%	2.19%	36.45%	26.69%	8.57%	8.96%	4.58%	7.37%	0.00%	0.00%	0.20%	0.40%	0.20%	0.20%
3. Technicians																		
	#	27	7	20	0	1	6	17	0	0	1	2	0	0	0	0	0	0
	%	100%	25.93%	74.07%	0.00%	3.70%	22.22%	62.96%	0.00%	0.00%	3.70%	7.41%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	36.76%	63.24%	3.43%	4.75%	26.86%	45.25%	3.51%	9.27%	2.31%	2.92%	0.06%	0.06%	0.39%	0.66%	0.21%	0.33%
4. Sales Workers																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers																		
	#	61	8	53	2	2	1	11	5	38	0	2	0	0	0	0	0	0
	%	100%	13.11%	86.89%	3.28%	3.28%	1.64%	18.03%	8.20%	62.30%	0.00%	3.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Occupational CLF		100%	24.70%	75.30%	3.10%	7.70%	16.50%	55.70%	3.70%	8.60%	1.00%	2.10%	0.00%	0.10%	0.20%	0.80%	0.10%	0.40%
6. Craft Workers																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8. Laborers and Helpers																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers																		
	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Occupational Civilian Labor Force (CLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the USAID Civil Service workforce as distributed by major occupations.

Table A3: FOREIGN SERVICE PERMANENT OCCUPATIONAL CATEGORIES - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Occupational Categories	TOTAL EMPLOYEES		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
					All	male	female	male	female	male	female	male	female	male	female	male	female	male
I. Officials and Managers																		
Executive/Senior Level (FS-01 and Above)	#	387	213	174	7	6	180	138	17	21	9	8	0	0	0	1	0	0
	%	100%	55.04%	44.96%	1.81%	1.55%	46.51%	35.66%	4.39%	5.43%	2.33%	2.07%	0.00%	0.00%	0.00%	0.26%	0.00%	0.00%
Mid-level (FS-02)	#	184	112	72	5	3	89	51	12	10	6	8	0	0	0	0	0	0
	%	100%	60.87%	39.13%	2.72%	1.63%	48.37%	27.72%	6.52%	5.43%	3.26%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
First-Level (FS-03 and Below)	#	98	38	60	1	3	29	37	8	11	0	9	0	0	0	0	0	0
	%	100%	38.78%	61.22%	1.02%	3.06%	29.59%	37.76%	8.16%	11.22%	0.00%	9.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
- Other	#	695	357	338	26	23	271	217	29	62	27	29	0	0	3	4	1	3
	%	100%	51.37%	48.63%	3.74%	3.31%	38.99%	31.22%	4.17%	8.92%	3.88%	4.17%	0.00%	0.00%	0.43%	0.58%	0.14%	0.43%
Officials and Managers - TOTAL	#	1364	720	644	39	35	569	443	66	104	42	54	0	0	3	5	1	3
	%	100%	52.79%	47.21%	2.86%	2.57%	41.72%	32.48%	4.84%	7.62%	3.08%	3.96%	0.00%	0.00%	0.22%	0.37%	0.07%	0.22%
Occupational CLF		100%	56.11%	43.89%	3.76%	3.48%	45.70%	32.66%	3.69%	5.11%	2.26%	1.92%	0.05%	0.06%	0.43%	0.40%	0.23%	0.25%
2. Professionals	#	376	214	162	15	11	157	104	26	23	15	20	0	0	0	2	1	2
	%	100%	56.91%	43.09%	3.99%	2.93%	41.76%	27.66%	6.91%	6.12%	3.99%	5.32%	0.00%	0.00%	0.00%	0.53%	0.27%	0.53%
Occupational CLF		100%	54.18%	45.82%	4.18%	2.19%	36.45%	26.69%	8.57%	8.96%	4.58%	7.37%	0.00%	0.00%	0.20%	0.40%	0.20%	0.20%
3. Technicians	#	108	25	83	0	3	22	50	1	13	2	16	0	0	0	1	0	0
	%	100%	23.15%	76.85%	0.00%	2.78%	20.37%	46.30%	0.93%	12.04%	1.85%	14.81%	0.00%	0.00%	0.00%	0.93%	0.00%	0.00%
Occupational CLF		100%	36.76%	63.24%	3.43%	4.75%	26.86%	45.25%	3.51%	9.27%	2.31%	2.92%	0.06%	0.06%	0.39%	0.66%	0.21%	0.33%
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
5. Administrative Support Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
6. Craft Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
7. Operatives	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
8. Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
9. Service Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Occupational Civilian Labor Force (CLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the USAID Civil Service workforce as distributed by major occupations.

Table A4: CIVIL SERVICE PERMANENT PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex

Data as of September 30, 2016

GS/GM, SES, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
NCLF (2010)	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	4	0	4	0	0	0	3	0	1	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	7	0	7	0	0	0	0	0	7	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-08	#	25	6	19	1	0	0	2	5	16	0	1	0	0	0	0	0	0
	%	100%	24.00%	76.00%	4.00%	0.00%	0.00%	8.00%	20.00%	64.00%	0.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	57	18	39	6	0	3	8	5	26	4	3	0	0	0	1	0	1
	%	100%	31.58%	68.42%	10.53%	0.00%	5.26%	14.04%	8.77%	45.61%	7.02%	5.26%	0.00%	0.00%	0.00%	1.75%	0.00%	1.75%
GS-10	#	8	0	8	0	1	0	2	0	5	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	12.50%	0.00%	25.00%	0.00%	62.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	83	29	54	4	4	14	15	9	31	2	3	0	0	0	0	0	1
	%	100%	34.94%	65.06%	4.82%	4.82%	16.87%	18.07%	10.84%	37.35%	2.41%	3.61%	0.00%	0.00%	0.00%	0.00%	0.00%	1.20%
GS-12	#	158	51	107	5	6	21	39	18	57	4	5	0	0	1	0	2	0
	%	100%	32.28%	67.72%	3.16%	3.80%	13.29%	24.68%	11.39%	36.08%	2.53%	3.16%	0.00%	0.00%	0.63%	0.00%	1.27%	0.00%
GS-13	#	366	133	233	9	12	70	95	41	107	10	16	0	1	2	0	1	2
	%	100%	36.34%	63.66%	2.46%	3.28%	19.13%	25.96%	11.20%	29.23%	2.73%	4.37%	0.00%	0.27%	0.55%	0.00%	0.27%	0.55%
GS-14	#	494	208	286	13	16	126	157	50	90	18	19	0	0	1	2	0	2
	%	100%	42.11%	57.89%	2.63%	3.24%	25.51%	31.78%	10.12%	18.22%	3.64%	3.85%	0.00%	0.00%	0.20%	0.40%	0.00%	0.40%
GS-15	#	333	163	170	6	7	120	110	21	34	14	17	0	0	1	1	1	1
	%	100%	48.95%	51.05%	1.80%	2.10%	36.04%	33.03%	6.31%	10.21%	4.20%	5.11%	0.00%	0.00%	0.30%	0.30%	0.30%	0.30%
Senior Ex. Service Corps (ES, ST, SL)	#	45	25	20	2	2	19	9	3	7	1	2	0	0	0	0	0	0
	%	100%	55.56%	44.44%	4.44%	4.44%	42.22%	20.00%	6.67%	15.56%	2.22%	4.44%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	1584	634	950	46	48	374	441	152	383	53	66	0	1	5	4	4	7
	%	100%	40.03%	59.97%	2.90%	3.03%	23.61%	27.84%	9.60%	24.18%	3.35%	4.17%	0.00%	0.06%	0.32%	0.25%	0.25%	0.44%

National Civilian Labor Force (NCLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the total USAID workforce (Civil Service and Foreign Service).

Table A4: CIVIL SERVICE TEMPORARY PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex

Data as of September 30, 2016

GS/GM, SES, AND RELATED GRADES		RACE/ETHNICITY																
		TOTAL EMPLOYEES			Non-Hispanic or Latino													
					Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
NCLF (2010)	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
GS-01	#	1	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-03	#	4	0	4	0	0	0	2	0	2	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-04	#	5	4	1	0	1	0	0	2	0	2	0	0	0	0	0	0	0
	%	100%	80.00%	20.00%	0.00%	20.00%	0.00%	0.00%	40.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-07	#	8	6	2	1	0	4	0	1	0	0	1	0	0	0	0	0	1
	%	100%	75.00%	25.00%	12.50%	0.00%	50.00%	0.00%	12.50%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%
GS-08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-09	#	5	3	2	1	1	2	0	0	1	0	0	0	0	0	0	0	0
	%	100%	60.00%	40.00%	20.00%	20.00%	40.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-11	#	2	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-12	#	3	2	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0
	%	100%	66.67%	33.33%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-13	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-14	#	10	5	5	0	0	3	5	1	0	1	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	30.00%	50.00%	10.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS-15	#	18	11	7	1	0	8	6	1	1	1	0	0	0	0	0	0	0
	%	100%	61.11%	38.89%	5.56%	0.00%	44.44%	33.33%	5.56%	5.56%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other (Administratively determined, Experts and Consultants)	#	84	38	46	2	4	29	29	2	8	4	5	1	0	0	0	0	0
	%	100%	45.24%	54.76%	2.38%	4.76%	34.52%	34.52%	2.38%	9.52%	4.76%	5.95%	1.19%	0.00%	0.00%	0.00%	0.00%	0.00%
Executive (EX)	#	11	7	4	1	1	5	2	1	1	0	0	0	0	0	0	0	0
	%	100%	63.64%	36.36%	9.09%	9.09%	45.45%	18.18%	9.09%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Ex. Service Corps (ES, ST, SL, IG)	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	155	81	74	6	7	57	46	9	14	8	6	1	0	0	0	0	1
	%	100%	52.26%	47.74%	3.87%	4.52%	36.77%	29.68%	5.81%	9.03%	5.16%	3.87%	0.65%	0.00%	0.00%	0.00%	0.00%	0.65%

National Civilian Labor Force (NCLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the total USAID workforce (Civil Service and Foreign Service).

Table A4: FOREIGN SERVICE PERMANENT PARTICIPATION RATES FOR FOREIGN SERVICE (FS) GRADES by Race/Ethnicity and Sex

Data as of September 30, 2016

FP/FO, SFS, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
NCLF (2010)	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
FS-06	#	4	1	3	0	0	1	1	0	1	0	1	0	0	0	0	0	0
	%	100%	25.00%	75.00%	0.00%	0.00%	25.00%	25.00%	0.00%	25.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-05	#	87	41	46	3	3	27	21	8	18	2	3	0	0	1	0	0	1
	%	100%	47.13%	52.87%	3.45%	3.45%	31.03%	24.14%	9.20%	20.69%	2.30%	3.45%	0.00%	0.00%	1.15%	0.00%	0.00%	1.15%
FS-04	#	253	133	120	7	10	97	76	17	17	10	14	0	0	2	2	0	1
	%	100%	52.57%	47.43%	2.77%	3.95%	38.34%	30.04%	6.72%	6.72%	3.95%	5.53%	0.00%	0.00%	0.79%	0.79%	0.00%	0.40%
FS-03	#	611	283	328	21	16	215	218	28	48	18	41	0	0	0	3	1	2
	%	100%	46.32%	53.68%	3.44%	2.62%	35.19%	35.68%	4.58%	7.86%	2.95%	6.71%	0.00%	0.00%	0.00%	0.49%	0.16%	0.33%
FS-02	#	411	238	173	12	12	189	113	20	26	16	20	0	0	0	1	1	1
	%	100%	57.91%	42.09%	2.92%	2.92%	45.99%	27.49%	4.87%	6.33%	3.89%	4.87%	0.00%	0.00%	0.00%	0.24%	0.24%	0.24%
FS-01	#	306	169	137	8	5	141	96	12	24	8	10	0	0	0	2	0	0
	%	100%	55.23%	44.77%	2.61%	1.63%	46.08%	31.37%	3.92%	7.84%	2.61%	3.27%	0.00%	0.00%	0.00%	0.65%	0.00%	0.00%
Senior Foreign Service	#	176	94	82	3	3	78	72	8	6	5	1	0	0	0	0	0	0
	%	100%	53.41%	46.59%	1.70%	1.70%	44.32%	40.91%	4.55%	3.41%	2.84%	0.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	1848	959	889	54	49	748	597	93	140	59	90	0	0	3	8	2	5
	%	100%	51.89%	48.11%	2.92%	2.65%	40.48%	32.31%	5.03%	7.58%	3.19%	4.87%	0.00%	0.00%	0.16%	0.43%	0.11%	0.27%

National Civilian Labor Force (NCLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the total USAID workforce (Civil Service and Foreign Service).

Table A4: FOREIGN SERVICE TEMPORARY PARTICIPATION RATES FOR FOREIGN SERVICE (FS) GRADES by Race/Ethnicity and Sex

Data as of September 30, 2016

FP/FO, SFS, AND RELATED GRADES		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
NCLF (2010)	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%
FS-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-05	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-04	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-03	#	66	28	38	0	2	16	26	10	4	2	5	0	0	0	1	0	0
	%	100%	42.42%	57.58%	0.00%	3.03%	24.24%	39.39%	15.15%	6.06%	3.03%	7.58%	0.00%	0.00%	0.00%	1.52%	0.00%	0.00%
FS-02	#	143	71	72	3	1	56	54	6	6	6	11	0	0	0	0	0	0
	%	100%	49.65%	50.35%	2.10%	0.70%	39.16%	37.76%	4.20%	4.20%	4.20%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-01	#	83	40	43	2	0	35	37	2	1	1	4	0	1	0	0	0	0
	%	100%	48.19%	51.81%	2.41%	0.00%	42.17%	44.58%	2.41%	1.20%	1.20%	4.82%	0.00%	1.20%	0.00%	0.00%	0.00%	0.00%
Senior Foreign Service	#	4	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	302	145	157	5	3	113	121	18	11	9	20	0	1	0	1	0	0
	%	100%	48.01%	51.99%	1.66%	0.99%	37.42%	40.07%	5.96%	3.64%	2.98%	6.62%	0.00%	0.33%	0.00%	0.33%	0.00%	0.00%

National Civilian Labor Force (NCLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the total USAID workforce (Civil Service and Foreign Service).

Table A6: CIVIL SERVICE PERMANENT PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Job Title/Series Agency Rate RCLF		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
0301 Miscellaneous Administration & Program	#	251	107	144	8	6	79	87	12	44	6	4	0	0	1	2	1	1
	%	100%	42.63%	57.37%	3.19%	2.39%	31.47%	34.66%	4.78%	17.53%	2.39%	1.59%	0.00%	0.00%	0.40%	0.80%	0.40%	0.40%
	RCLF	100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
0340 Program Management	#	41	23	18	0	2	21	9	1	5	1	2	0	0	0	0	0	0
	%	100%	56.10%	43.90%	0.00%	4.88%	51.22%	21.95%	2.44%	12.20%	2.44%	4.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	RCLF	100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
0341 Administrative Officer	#	64	17	47	1	4	4	10	11	32	0	0	0	0	0	0	1	1
	%	100%	26.56%	73.44%	1.56%	6.25%	6.25%	15.63%	17.19%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.56%	1.56%
	RCLF	100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
0343 Management Program Analysis	#	244	73	171	5	9	46	87	15	59	6	14	0	1	1	0	0	1
	%	100%	29.92%	70.08%	2.05%	3.69%	18.85%	35.66%	6.15%	24.18%	2.46%	5.74%	0.00%	0.41%	0.41%	0.00%	0.00%	0.41%
	RCLF	100%	58.45%	41.55%	2.46%	2.14%	49.01%	32.56%	3.03%	3.80%	3.33%	2.46%	0.02%	0.04%	0.31%	0.32%	0.27%	0.24%
0511 Auditing	#	48	25	23	1	2	10	9	10	10	4	1	0	0	0	1	0	0
	%	100%	52.08%	47.92%	2.08%	4.17%	20.83%	18.75%	20.83%	20.83%	8.33%	2.08%	0.00%	0.00%	0.00%	2.08%	0.00%	0.00%
	RCLF	100%	39.91%	60.09%	2.19%	3.93%	31.79%	44.23%	2.49%	5.66%	3.06%	5.49%	0.02%	0.06%	0.19%	0.43%	0.17%	0.29%
0601 General Health Science	#	30	9	21	1	0	6	18	1	1	1	2	0	0	0	0	0	0
	%	100%	30.00%	70.00%	3.33%	0.00%	20.00%	60.00%	3.33%	3.33%	3.33%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	RCLF	100%	58.05%	41.95%	4.74%	3.02%	44.36%	32.20%	5.92%	4.54%	1.92%	1.35%	0.06%	0.01%	0.71%	0.56%	0.36%	0.27%
0685 Public Health Program Specialist	#	36	10	26	0	1	9	21	0	0	1	4	0	0	0	0	0	0
	%	100%	27.78%	72.22%	0.00%	2.78%	25.00%	58.33%	0.00%	0.00%	2.78%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	RCLF	100%	58.05%	41.95%	4.74%	3.02%	44.36%	32.20%	5.92%	4.54%	1.92%	1.35%	0.06%	0.01%	0.71%	0.56%	0.36%	0.27%
1102 Contracting	#	151	55	96	3	6	23	37	21	50	6	2	0	0	1	0	1	1
	%	100%	36.42%	63.58%	1.99%	3.97%	15.23%	24.50%	13.91%	33.11%	3.97%	1.32%	0.00%	0.00%	0.66%	0.00%	0.66%	0.66%
	RCLF	100%	46.24%	53.76%	3.29%	3.80%	38.09%	41.87%	3.01%	5.47%	1.38%	1.77%	0.02%	0.12%	0.34%	0.48%	0.11%	0.26%

Relevant Civilian Labor Force (RCLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the USAID Civil Service workforce as distributed by major occupations.

Table A6: CIVIL SERVICE TEMPORARY PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Job Title/Series Agency Rate RCLF	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
						male	female	male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female			
0301 Miscellaneous Administration & Program	#	84	37	47	4	5	27	28	2	9	3	5	1	0	0	0	0		
	%	100%	44.05%	55.95%	4.76%	5.95%	32.14%	33.33%	2.38%	10.71%	3.57%	5.95%	1.19%	0.00%	0.00%	0.00%	0.00%		
RCLF		%	100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
0340 Program Management	#	19	11	8	1	1	8	5	1	2	1	0	0	0	0	0	0		
	%	100%	57.89%	42.11%	5.26%	5.26%	42.11%	26.32%	5.26%	10.53%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
RCLF		%	100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
0341 Administrative Officer	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0		
	%	100%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
RCLF		%	100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
0343 Management Program Analysis	#	6	4	2	0	0	4	2	0	0	0	0	0	0	0	0	0		
	%	100%	66.67%	33.33%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
RCLF		%	100%	58.45%	41.55%	2.46%	2.14%	49.01%	32.56%	3.03%	3.80%	3.33%	2.46%	0.02%	0.04%	0.31%	0.32%	0.27%	0.24%
0511 Auditing	#	5	5	0	0	0	3	0	2	0	0	0	0	0	0	0	0		
	%	100%	100.00%	0.00%	0.00%	0.00%	60.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
RCLF		%	100%	39.91%	60.09%	2.19%	3.93%	31.79%	44.23%	2.49%	5.66%	3.06%	5.49%	0.02%	0.06%	0.19%	0.43%	0.17%	0.29%
0601 General Health Science	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
RCLF		%	100%	58.05%	41.95%	4.74%	3.02%	44.36%	32.20%	5.92%	4.54%	1.92%	1.35%	0.06%	0.01%	0.71%	0.56%	0.36%	0.27%
0685 Public Health Program Specialist	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
RCLF		%	100%	58.05%	41.95%	4.74%	3.02%	44.36%	32.20%	5.92%	4.54%	1.92%	1.35%	0.06%	0.01%	0.71%	0.56%	0.36%	0.27%
1102 Contracting	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
RCLF		%	100%	46.24%	53.76%	3.29%	3.80%	38.09%	41.87%	3.01%	5.47%	1.38%	1.77%	0.02%	0.12%	0.34%	0.48%	0.11%	0.26%

Relevant Civilian Labor Force (RCLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the USAID Civil Service workforce as distributed by major occupations.

Table A6: FOREIGN SERVICE PERMANENT PARTICIPATION RATES FOR MAJOR BACKSTOPS - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Job Title/Series Agency Rate RCLF	TOTAL EMPLOYEES			RACE/ETHNICITY															
				Hispanic or Latino		Non- Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
						male	female	male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female			
Backstop 01 Mission Directors and Executive Level Positions	#	192	104	88	0	3	92	78	9	4	3	3	0	0	0	0	0	0	
	%	100%	54.17%	45.83%	0.00%	1.56%	47.92%	40.63%	4.69%	2.08%	1.56%	1.56%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
RCLF		100%	56.11%	43.89%	3.76%	3.48%	45.70%	32.66%	3.69%	5.11%	2.26%	1.92%	0.05%	0.06%	0.43%	0.40%	0.23%	0.25%	
Backstop 02/94 Program/Project Developmen	#	313	135	178	5	10	117	123	5	26	6	16	0	0	1	2	1	1	
	%	100%	43.13%	56.87%	1.60%	3.19%	37.38%	39.30%	1.60%	8.31%	1.92%	5.11%	0.00%	0.00%	0.32%	0.64%	0.32%	0.32%	
RCLF		100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%	
Backstop 50 Health Science	#	157	37	120	0	5	33	77	2	16	2	21	0	0	0	1	0	0	
	%	100%	23.57%	76.43%	0.00%	3.18%	21.02%	49.04%	1.27%	10.19%	1.27%	13.38%	0.00%	0.00%	0.00%	0.64%	0.00%	0.00%	
RCLF		100%	58.05%	41.95%	4.74%	3.02%	44.36%	32.20%	5.92%	4.54%	1.92%	1.35%	0.06%	0.01%	0.71%	0.56%	0.36%	0.27%	
Backstop 76 Democracy, Crisis, Stabilization, and Governance	#	181	80	101	2	8	66	72	8	11	4	9	0	0	0	0	0	1	
	%	100%	44.20%	55.80%	1.10%	4.42%	36.46%	39.78%	4.42%	6.08%	2.21%	4.97%	0.00%	0.00%	0.00%	0.00%	0.00%	0.55%	
RCLF		100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%	

Relevant Civilian Labor Force (RCLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the USAID Civil Service workforce as distributed by major occupations.

Table A6: FOREIGN SERVICE TEMPORARY PARTICIPATION RATES FOR MAJOR BACKSTOPS - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Job Title/Series Agency Rate RCLF	TOTAL EMPLOYEES			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						All	male	female	male	female	male	female	male	female	male	female	male	female
Backstop 01 Mission Directors and Executive Level Positions	#	7	4	3	0	0	4	2	0	0	0	1	0	0	0	0	0	0
	%	100%	57.14%	42.86%	0.00%	0.00%	57.14%	28.57%	0.00%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RCLF		100%	56.11%	43.89%	3.76%	3.48%	45.70%	32.66%	3.69%	5.11%	2.26%	1.92%	0.05%	0.06%	0.43%	0.40%	0.23%	0.25%
Backstop 02/94 Program/Project Developmen	#	51	24	27	1	0	18	20	3	1	2	6	0	0	0	0	0	0
	%	100%	47.06%	52.94%	1.96%	0.00%	35.29%	39.22%	5.88%	1.96%	3.92%	11.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RCLF		100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%
Backstop 50 Health Science	#	72	13	59	0	3	7	44	3	4	3	8	0	0	0	0	0	0
	%	100%	18.06%	81.94%	0.00%	4.17%	9.72%	61.11%	4.17%	5.56%	4.17%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RCLF		100%	58.05%	41.95%	4.74%	3.02%	44.36%	32.20%	5.92%	4.54%	1.92%	1.35%	0.06%	0.01%	0.71%	0.56%	0.36%	0.27%
Backstop 76 Democracy, Crisis, Stabilization, and Governance	#	35	22	13	0	0	21	12	1	0	0	1	0	0	0	0	0	0
	%	100%	62.86%	37.14%	0.00%	0.00%	60.00%	34.29%	2.86%	0.00%	0.00%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RCLF		100%	36.71%	63.29%	2.86%	5.87%	27.06%	43.84%	3.60%	8.89%	2.57%	3.64%	0.03%	0.05%	0.33%	0.62%	0.26%	0.39%

Relevant Civilian Labor Force (RCLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the USAID Civil Service workforce as distributed by major occupations.

Table A8: USAID TOTAL NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						male	female	male	female	male	female	male	female	male	female	male	female	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Permanent	#	329	147	182	6	10	102	96	26	57	10	15	0	0	3	2	0	2
	%	100%	44.68%	55.32%	1.82%	3.04%	31.00%	29.18%	7.90%	17.33%	3.04%	4.56%	0.00%	0.00%	0.91%	0.61%	0.00%	0.61%
Temporary	#	96	47	49	5	5	30	28	6	8	6	6	0	1	0	0	0	1
	%	100%	48.96%	51.04%	5.21%	5.21%	31.25%	29.17%	6.25%	8.33%	6.25%	6.25%	0.00%	1.04%	0.00%	0.00%	0.00%	1.04%
Total	#	425	194	231	11	15	132	124	32	65	16	21	0	1	3	2	0	3
	%	100%	45.65%	54.35%	2.59%	3.53%	31.06%	29.18%	7.53%	15.29%	3.76%	4.94%	0.00%	0.24%	0.71%	0.47%	0.00%	0.71%
NCLF	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%

National Civilian Labor Force (NCLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the total USAID workforce (Civil Service and Foreign Service).

Table A8: CIVIL SERVICE NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						male	female	male	female	male	female	male	female	male	female	male	female	male
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Permanent	#	183	78	105	3	6	51	53	16	34	7	9	0	0	1	2	0	1
	%	100%	42.62%	57.38%	1.64%	3.28%	27.87%	28.96%	8.74%	18.58%	3.83%	4.92%	0.00%	0.00%	0.55%	1.09%	0.00%	0.55%
Temporary	#	61	32	29	3	4	22	14	4	7	3	3	0	0	0	0	0	1
	%	100%	52.46%	47.54%	4.92%	6.56%	36.07%	22.95%	6.56%	11.48%	4.92%	4.92%	0.00%	0.00%	0.00%	0.00%	0.00%	1.64%
Total	#	244	110	134	6	10	73	67	20	41	10	12	0	0	1	2	0	2
	%	100%	45.08%	54.92%	2.46%	4.10%	29.92%	27.46%	8.20%	16.80%	4.10%	4.92%	0.00%	0.00%	0.41%	0.82%	0.00%	0.82%
NCLF	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%

National Civilian Labor Force (NCLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the total USAID workforce (Civil Service and Foreign Service).

Table A8: FOREIGN SERVICE NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY														
				Hispanic or Latino		Non- Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female	
Permanent	#	146	69	77	3	4	51	43	10	23	3	6	0	0	2	0	0	1
	%	100%	47.26%	52.74%	2.05%	2.74%	34.93%	29.45%	6.85%	15.75%	2.05%	4.11%	0.00%	0.00%	1.37%	0.00%	0.00%	0.68%
Temporary	#	35	15	20	2	1	8	14	2	1	3	3	0	1	0	0	0	0
	%	100%	42.86%	57.14%	5.71%	2.86%	22.86%	40.00%	5.71%	2.86%	8.57%	8.57%	0.00%	2.86%	0.00%	0.00%	0.00%	0.00%
Total	#	181	84	97	5	5	59	57	12	24	6	9	0	1	2	0	0	1
	%	100%	46.41%	53.59%	2.76%	2.76%	32.60%	31.49%	6.63%	13.26%	3.31%	4.97%	0.00%	0.55%	1.10%	0.00%	0.00%	0.55%
NCLF	%	100%	51.86%	48.14%	5.17%	4.79%	38.33%	34.03%	5.49%	6.53%	1.97%	1.93%	0.07%	0.07%	0.55%	0.53%	0.26%	0.28%

National Civilian Labor Force (NCLF): 2010 EEO tabulation based on benchmark data from the 2010 Census used as the basis of comparison for the total USAID workforce (Civil Service and Foreign Service).

Table A13: USAID PERMANENT EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
					All	male	female	male	female	male	female	male	female	male	female	male	female	male
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	19	6	13	0	3	5	9	0	0	0	1	0	0	0	0	1	0
	%	100%	31.58%	68.42%	0.00%	15.79%	26.32%	47.37%	0.00%	0.00%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	5.26%	0.00%
Total Hours		156.00	49.00	107.00	0.00	26.00	40.00	73.00	0.00	0.00	0.00	8.00	0	0	0.00	0.00	9	0
Average Hours		8.21	8.17	8.23	0.00	8.67	8.00	8.11	0.00	0.00	0.00	8.00	0.00	0.00	0.00	0.00	9.00	0.00
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	120	41	79	5	4	22	38	10	31	4	6	0	0	0	0	0	0
	%	100%	34.17%	65.83%	4.17%	3.33%	18.33%	31.67%	8.33%	25.83%	3.33%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		2861.00	1003.00	1858.00	106.00	91.00	550.00	924.00	227.00	699.00	120.00	144.00	0	0	0.00	0.00	0	0
Average Hours		23.84	24.46	23.52	21.20	22.75	25.00	24.32	22.70	22.55	30.00	24.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards - \$500 and Under																		
Total Cash Awards Given	#	436	191	245	23	15	128	132	19	73	18	18	0	0	3	6	0	1
	%	100%	43.81%	56.19%	5.28%	3.44%	29.36%	30.28%	4.36%	16.74%	4.13%	4.13%	0.00%	0.00%	0.69%	1.38%	0.00%	0.23%
Total Amount		140925.00	62547.00	78377.00	7000.00	3517.00	41798.00	43932.00	6595.00	22525.00	6198.00	6045.00	0	0	957.00	1959.00	0	400
Average Amount		\$323.22	\$327.47	\$319.91	\$304.35	\$234.47	\$326.55	\$332.82	\$347.11	\$308.56	\$344.33	\$335.83	\$0.00	\$0.00	\$319.00	\$326.50	\$0.00	\$400.00
Cash Awards: \$501+																		
Total Cash Awards Given	#	1685	751	934	46	60	529	556	120	227	51	81	0	0	2	5	3	5
	%	100%	44.57%	55.43%	2.73%	3.56%	31.39%	33.00%	7.12%	13.47%	3.03%	4.81%	0.00%	0.00%	0.12%	0.30%	0.18%	0.30%
Total Amount		3470376.11	1557516.11	1912862.00	84574.00	112985.00	1127160.11	1167288.00	231883.00	438104.00	103492.00	174774.00	0	0	2800.00	8509.00	7,606	702
Average Amount		\$2,059.57	\$2,073.92	\$2,048.03	\$1,838.57	\$1,883.08	\$2,130.74	\$2,099.44	\$1,932.36	\$1,929.97	\$2,029.25	\$2,157.70	\$0.00	\$0.00	\$1,400.00	\$0.00	\$2,535.33	\$140.40
Quality Step Increases (QSI)																		
Total QSIs Awarded	#	22	8	14	0	1	5	11	2	0	1	2	0	0	0	0	0	0
	%	100%	36.36%	63.64%	0.00%	4.55%	22.73%	50.00%	9.09%	0.00%	4.55%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit		59905.00	21804.00	38101.00	0.00	1790.00	12915.00	30130.00	6172.00	0.00	2717.00	6181.00	0	0	0.00	0.00	0	0
Average Benefit		\$2,722.95	\$2,725.50	\$2,721.50	\$0.00	\$1,790.00	\$2,583.00	\$2,739.09	\$3,086.00	\$0.00	\$2,717.00	\$3,090.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Time-Off awards are Nature of Action Codes (NOAC) 846 and 847.

Cash awards are NOACs 840, 841, 842, 843, 844, 845, 848, 849 and 871.

Quality Step Increases (QSI) NOAC is 892.

Table A13: CIVIL SERVICE PERMANENT EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Employment Tenure	TOTAL WORKFORCE		RACE/ETHNICITY															
			Hispanic or Latino		Non- Hispanic or Latino													
					White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
					male	female	male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female		
Time-Off awards - 1-9 hours																		
Total Time-Off Awards Given	#	16	5	11	0	3	4	7	0	0	0	1	0	0	0	0	1	0
	%	100%	31.25%	68.75%	0.00%	18.75%	25.00%	43.75%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%
Total Hours		132.00	41.00	91.00	0.00	26.00	32.00	57.00	0.00	0.00	0.00	8.00	0	0	0.00	0.00	9	0
Average Hours		8.25	8.20	8.27	0.00	8.67	8.00	8.14	0.00	0.00	0.00	8.00	0.00	0.00	0.00	0.00	9.00	0.00
Time-Off awards - 9+ hours																		
Total Time-Off Awards Given	#	101	34	67	4	3	16	29	10	29	4	6	0	0	0	0	0	0
	%	100%	33.66%	66.34%	3.96%	2.97%	15.84%	28.71%	9.90%	28.71%	3.96%	5.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		2446.00	837.00	1609.00	90.00	67.00	400.00	739.00	227.00	659.00	120.00	144.00	0	0	0.00	0.00	0	0
Average Hours		24.22	24.62	24.01	22.50	22.33	25.00	25.48	22.70	22.72	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards - \$500 and Under																		
Total Cash Awards Given	#	226	90	136	12	3	55	64	15	58	7	10	0	0	1	1	0	0
	%	100%	39.82%	60.18%	5.31%	1.33%	24.34%	28.32%	6.64%	25.66%	3.10%	4.42%	0.00%	0.00%	0.44%	0.44%	0.00%	0.00%
Total Amount		79318	32158	47160	3750	952	20318	23052	5115	18858	2575	3799	0	0	400	500	0	0
Average Amount		\$350.96	\$357.31	\$346.76	\$312.50	\$317.33	\$369.42	\$360.19	\$341.00	\$325.14	\$367.86	\$379.90	\$0.00	\$0.00	\$400.00	\$500.00	\$0.00	\$0.00
Cash Awards: \$501+																		
Total Cash Awards Given	#	872	353	519	23	33	208	267	89	181	29	32	0	0	2	1	2	5
	%	100%	40.48%	59.52%	2.64%	3.78%	23.85%	30.62%	10.21%	20.76%	3.33%	3.67%	0.00%	0.00%	0.23%	0.11%	0.23%	0.57%
Total Amount		1,821,766.00	753,705.00	1,068,063.00	38,699.00	63,782.00	468,909.00	583,073.00	171,856.00	338,875.00	65,940.00	69,281.00	0	0	2,800.00	1,850.00	5,500.00	702.00
Average Amount		\$2,089.18	\$2,135.14	\$2,057.92	\$0.00	\$0.00	\$2,254.37	\$2,183.79	\$1,930.97	\$1,872.24	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Quality Step Increases (QSI)																		
Total QSIs Awarded	#	3	0	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit		7441.00	0.00	7441.00	0.00	0.00	0.00	7441.00	0.00	0.00	0.00	0.00	0	0	0.00	0.00	0	0
Average Benefit		\$2,480.33	\$0.00	\$2,480.33	\$0.00	\$0.00	\$0.00	\$2,480.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Time-Off awards are Nature of Action Codes (NOAC) 846 and 847.

Cash awards are NOACs 840, 841, 842, 843, 844, 845, 848, 849 and 871.

Quality Step Increases (QSI) NOAC is 892.

Table A13: FOREIGN SERVICE PERMANENT EMPLOYEE RECOGNITION AND AWARDS - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Employment Tenure	TOTAL WORKFORCE			RACE/ETHNICITY													
				Hispanic or Latino		Non- Hispanic or Latino											
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
	All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female
Time-Off awards - 1-9 hours																	
Total Time-Off Awards Given	#	3	1	2	0	0	1	2	0	0	0	0	0	0	0	0	0
	%	100%	33.33%	66.67%	0.00%	0.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		24.00	8.00	16.00	0.00	0.00	8.00	16.00	0.00	0.00	0.00	0.00	0	0	0.00	0.00	0
Average Hours		8.00	8.00	8.00	0.00		8.00	8.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	0.00
Time-Off awards - 9+ hours																	
Total Time-Off Awards Given	#	19	7	12	1	1	6	9	0	2	0	0	0	0	0	0	0
	%	100%	36.84%	63.16%	5.26%	5.26%	31.58%	47.37%	0.00%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		415.00	166.00	249.00	16.00	24.00	150.00	185.00	0.00	40.00	0.00	0.00	0	0	0.00	0.00	0
Average Hours		21.84	23.71	20.75	16.00	24.00	25.00	20.56	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards - \$500 and Under																	
Total Cash Awards Given	#	210	101	109	11	12	73	68	4	15	11	8	0	0	2	5	0
	%	100%	48.10%	51.90%	5.24%	5.71%	34.76%	32.38%	1.90%	7.14%	5.24%	3.81%	0.00%	0.00%	0.95%	2.38%	0.00%
Total Amount		61607.00	30389.00	31217.00	3250.00	2565.00	21480.00	20880.00	1480.00	3667.00	3623.00	2246.00	0	0	557.00	1459.00	0
Average Amount		\$293.37	\$300.88	\$286.39	\$295.45	\$213.75	\$294.25	\$307.06	\$370.00	\$244.47	\$329.36	\$280.75			\$278.50	\$291.80	\$400.00
Cash Awards: \$501+																	
Total Cash Awards Given	#	813	398	415	23	27	321	289	31	46	22	49	0	0	0	4	1
	%	100%	48.95%	51.05%	2.83%	3.32%	39.48%	35.55%	3.81%	5.66%	2.71%	6.03%	0.00%	0.00%	0.00%	0.49%	0.12%
Total Amount		1648610.11	803811.11	844799.00	45875.00	49203.00	658251.11	584215.00	60027.00	99229.00	37552.00	105493.00	0	0	0.00	6659.00	2,106.00
Average Amount		\$2,027.81	\$2,019.63	\$2,035.66	\$1,994.57	\$1,822.33	\$2,050.63	\$2,021.51	\$1,936.35	\$2,157.15	\$1,706.91	\$2,152.92	\$0.00	\$0.00	\$0.00	\$1,664.75	\$2,106.00
Quality Step Increases (QSI)																	
Total QSIs Awarded	#	19	8	11	0	1	5	8	2	0	1	2	0	0	0	0	0
	%	100%	42.11%	57.89%	0.00%	5.26%	26.32%	42.11%	10.53%	0.00%	5.26%	10.53%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit		52464.00	21804.00	30660.00	0.00	1790.00	12915.00	22689.00	6172.00	0.00	2717.00	6181.00	0	0	0.00	0.00	0
Average Benefit		\$2,761.26	\$2,725.50	\$2,787.27	\$0.00	\$1,790.00	\$2,583.00	\$2,836.13	\$3,086.00	\$0.00	\$2,717.00	\$3,090.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Time-Off awards are Nature of Action Codes (NOAC) 846 and 847.

Cash awards are NOACs 840, 841, 842, 843, 844, 845, 848, 849 and 871.

Quality Step Increases (QSI) NOAC is 892.

Table A14: USAID SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Employment Tenure		TOTAL WORKFORCE				RACE/ETHNICITY													
						Hispanic or Latino		Non- Hispanic or Latino											
								White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
								male	female	male	female	male	female	male	female	male	female	male	female
All	male	female	male	female	male	female	male	female	male	female	male	female	male	female	male	female			
Voluntary	#	187	97	90	8	1	63	49	19	33	7	7	0	0	0	0	0	0	
	%	100%	51.87%	48.13%	4.28%	0.53%	33.69%	26.20%	10.16%	17.65%	3.74%	3.74%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Involuntary	#	25	14	11	1	0	9	9	4	2	0	0	0	0	0	0	0	0	
	%	100%	56.00%	44.00%	4.00%	0.00%	36.00%	36.00%	16.00%	8.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Separations	#	212	111	101	9	1	72	58	23	35	7	7	0	0	0	0	0	0	
	%	100%	52.36%	47.64%	4.25%	0.47%	33.96%	27.36%	10.85%	16.51%	3.30%	3.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Workforce	#	3432	1593	1839	100	97	1122	1038	245	523	112	156	0	1	8	12	6	12	
	%	100%	46.42%	53.58%	2.91%	2.83%	32.69%	30.24%	7.14%	15.24%	3.26%	4.55%	0.00%	0.03%	0.23%	0.35%	0.17%	0.35%	

This table excludes temporary employees.

Voluntary separations nature of action codes (NOACs): 301, 302, 317, 350, and 352

Involuntary separations without a reduction in force (RIF) NOACs: 300, 304, 330, and 385

Table A14: CIVIL SERVICE SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	male	female	male	female	male	female	male	female	male	female	male
Voluntary	#	148	72	76	6	1	42	40	18	30	6	5	0	0	0	0	0	0
	%	100%	48.65%	51.35%	4.05%	0.68%	28.38%	27.03%	12.16%	20.27%	4.05%	3.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Involuntary	#	4	1	3	1	0	0	1	0	2	0	0	0	0	0	0	0	0
	%	100%	25.00%	75.00%	25.00%	0.00%	0.00%	25.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Separations	#	152	73	79	7	1	42	41	18	32	6	5	0	0	0	0	0	0
	%	100%	48.03%	51.97%	4.61%	0.66%	27.63%	26.97%	11.84%	21.05%	3.95%	3.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	1584	634	950	46	48	374	441	152	383	53	66	0	1	5	4	4	7
	%	100%	40.03%	59.97%	2.90%	3.03%	23.61%	27.84%	9.60%	24.18%	3.35%	4.17%	0.00%	0.06%	0.32%	0.25%	0.25%	0.44%

This table excludes temporary employees.

Voluntary separations nature of action codes (NOACs): 301, 302, 317, 350, and 352

Involuntary separations without a reduction in force (RIF) NOACs: 300, 304, 330, and 385

Table A14: FOREIGN SERVICE SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex

Data as of September 30, 2016

Employment Tenure		TOTAL WORKFORCE			RACE/ETHNICITY													
					Hispanic or Latino		Non- Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	male	female	male	female	male	female	male	female	male	female	male
Voluntary	#	39	25	14	2	0	21	9	1	3	1	2	0	0	0	0	0	0
	%	100%	64.10%	35.90%	5.13%	0.00%	53.85%	23.08%	2.56%	7.69%	2.56%	5.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Involuntary	#	21	13	8	0	0	9	8	4	0	0	0	0	0	0	0	0	0
	%	100%	61.90%	38.10%	0.00%	0.00%	42.86%	38.10%	19.05%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Separations	#	60	38	22	2	0	30	17	5	3	1	2	0	0	0	0	0	0
	%	100%	63.33%	36.67%	3.33%	0.00%	50.00%	28.33%	8.33%	5.00%	1.67%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	1848	959	889	54	49	748	597	93	140	59	90	0	0	3	8	2	5
	%	100%	51.89%	48.11%	2.92%	2.65%	40.48%	32.31%	5.03%	7.58%	3.19%	4.87%	0.00%	0.00%	0.16%	0.43%	0.11%	0.27%

This table excludes temporary employees.

Voluntary separations nature of action codes (NOACs): 301, 302, 317, 350, and 352

Involuntary separations without a reduction in force (RIF) NOACs: 300, 304, 330, and 385

Table B4: CIVIL SERVICE PERMANENT PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability

Data as of September 30, 2016

GS/GM, SES, AND RELATED GRADES	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 03	#	1	0	0	1	1	0	0	0	0	0	0	1	0	0
	%	100%	0.00%	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
GS - 04	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 05	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 06	#	4	3	1	0	0	0	0	0	0	0	0	0	0	0
	%	100%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 07	#	7	3	1	3	1	1	0	0	0	0	0	0	0	0
	%	100%	42.86%	14.29%	42.86%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 08	#	25	17	3	5	1	1	0	0	0	0	0	0	0	0
	%	100%	68.00%	12.00%	20.00%	4.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 09	#	57	45	3	9	2	1	0	0	0	0	0	0	1	0
	%	100%	78.95%	5.26%	15.79%	3.51%	1.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.75%	0.00%
GS - 10	#	8	7	0	1	0	0	0	0	0	0	0	0	0	0
	%	100%	87.50%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 11	#	83	65	7	11	5	5	0	0	0	0	0	0	0	0
	%	100%	78.31%	8.43%	13.25%	6.02%	6.02%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 12	#	158	128	13	17	4	3	0	0	0	0	1	0	0	0
	%	100%	81.01%	8.23%	10.76%	2.53%	1.90%	0.00%	0.00%	0.00%	0.00%	0.63%	0.00%	0.00%	0.00%
GS - 13	#	366	327	19	20	4	3	0	0	0	0	0	0	1	0
	%	100%	89.34%	5.19%	5.46%	1.09%	0.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.00%
GS - 14	#	494	455	8	31	3	1	0	0	0	0	1	0	1	0
	%	100%	92.11%	1.62%	6.28%	0.61%	0.20%	0.00%	0.00%	0.00%	0.00%	0.20%	0.00%	0.20%	0.00%
GS - 15	#	333	302	12	19	2	0	0	1	1	0	0	0	0	0
	%	100%	90.69%	3.60%	5.71%	0.60%	0.00%	0.00%	0.30%	0.30%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Ex. Service Corps (ES, ST, SL)	#	45	40	3	2	1	0	0	1	0	0	0	0	0	0
	%	100%	88.89%	6.67%	4.44%	2.22%	0.00%	0.00%	2.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	1584	1394	70	120	24	15	0	2	1	0	2	1	3	0
	%	100%	88.01%	4.42%	7.58%	1.52%	0.95%	0.00%	0.13%	0.06%	0.00%	0.13%	0.06%	0.19%	0.00%

Table B4: CIVIL SERVICE TEMPORARY PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability

Data as of September 30, 2016

GS/GM, SES, AND RELATED GRADES	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
GS - 01	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
GS - 03	#	4	3	0	1	1	0	0	0	0	0	1	0	0	
	%	100%	75.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%	
GS - 04	#	5	4	0	1	0	0	0	0	0	0	0	0	0	
	%	100%	80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS - 05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS - 07	#	8	6	2	0	0	0	0	0	0	0	0	0	0	
	%	100%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS- 09	#	5	1	1	3	1	0	0	1	0	0	0	0	0	
	%	100%	20.00%	20.00%	60.00%	20.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS - 11	#	2	0	0	2	0	0	0	0	0	0	0	0	0	
	%	100%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS - 12	#	3	3	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS - 13	#	2	2	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS - 14	#	10	10	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
GS - 15	#	18	15	3	0	0	0	0	0	0	0	0	0	0	
	%	100%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Other (Administratively determined, Experts and Consultants)	#	84	81	3	0	0	0	0	0	0	0	0	0	0	
	%	100%	96.43%	3.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Executive (EX)	#	11	10	1	0	0	0	0	0	0	0	0	0	0	
	%	100%	90.91%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Senior Ex. Service Corps (ES, ST, SL, IG)	#	2	2	0	0	0	0	0	0	0	0	0	0	0	
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Total Workforce	#	155	138	10	7	2	0	0	0	1	0	1	0	0	
	%	100%	89.03%	6.45%	4.52%	1.29%	0.00%	0.00%	0.00%	0.65%	0.00%	0.65%	0.00%	0.00%	

Table B4: FOREIGN SERVICE PERMANENT PARTICIPATION RATES FOR FOREIGN SERVICE (FS) GRADES by Disability

Data as of September 30, 2016

FP/FO, SFS, AND RELATED GRADES	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
FS-06	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-05	#	87	82	3	2	0	0	0	0	0	0	0	0	0	0
	%	100%	94.25%	3.45%	2.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-04	#	253	242	5	6	0	0	0	0	0	0	0	0	0	0
	%	100%	95.65%	1.98%	2.37%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-03	#	611	584	11	16	1	0	0	0	0	0	0	0	1	0
	%	100%	95.58%	1.80%	2.62%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.16%	0.00%
FS-02	#	411	400	4	7	0	0	0	0	0	0	0	0	0	0
	%	100%	97.32%	0.97%	1.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-01	#	306	293	5	8	1	0	0	0	1	0	0	0	0	0
	%	100%	95.75%	1.63%	2.61%	0.33%	0.00%	0.00%	0.00%	0.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Foreign Service	#	176	174	2	0	0	0	0	0	0	0	0	0	0	0
	%	100%	98.86%	1.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	1848	1779	28	41	2	0	0	0	1	0	0	0	1	0
	%	100%	96.27%	1.52%	2.22%	0.11%	0.00%	0.00%	0.00%	0.05%	0.00%	0.00%	0.00%	0.05%	0.00%

Table B4: FOREIGN SERVICE TEMPORARY PARTICIPATION RATES FOR FOREIGN SERVICE (FS) GRADES by Disability

Data as of September 30, 2016

FP/FO, SFS, AND RELATED GRADES	Total	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
FS-06	#														
	%	100%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-05	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-04	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-03	#	66	62	2	2	1	0	0	0	0	0	0	0	1	0
	%	100%	93.94%	3.03%	3.03%	1.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.52%	0.00%
FS-02	#	143	134	2	7	0	0	0	0	0	0	0	0	0	0
	%	100%	93.71%	1.40%	4.90%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
FS-01	#	83	76	2	5	2	0	0	0	1	0	0	0	0	1
	%	100%	91.57%	2.41%	6.02%	2.41%	0.00%	0.00%	0.00%	1.20%	0.00%	0.00%	0.00%	0.00%	1.20%
Senior Foreign Service	#	4	4	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	302	282	6	14	3	0	0	0	1	0	0	0	1	1
	%	100%	93.38%	1.99%	4.64%	0.99%	0.00%	0.00%	0.00%	0.33%	0.00%	0.00%	0.00%	0.33%	0.33%

Table B8: USAID TOTAL NEW HIRES By Type of Appointment - Distribution by Disability

Data as of September 30, 2016

Type of Appointment		Total	Total by Disability Status				Targeted Disability								
			No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Permanent	#	329	290	20	19	2	0	0	0	1	0	0	0	1	0
	%	100%	88.15%	6.08%	5.78%	0.61%	0.00%	0.00%	0.00%	0.30%	0.00%	0.00%	0.00%	0.30%	0.00%
Temporary	#	96	83	8	5	1	0	0	0	1	0	0	0	0	0
	%	100%	86.46%	8.33%	5.21%	1.04%	0.00%	0.00%	0.00%	1.04%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	425	373	28	24	3	0	0	0	2	0	0	0	1	0
	%	100%	87.76%	6.59%	5.65%	0.71%	0.00%	0.00%	0.00%	0.47%	0.00%	0.00%	0.00%	0.24%	0.00%

Table B8: CIVIL SERVICE TOTAL NEW HIRES By Type of Appointment - Distribution by Disability

Data as of September 30, 2016

Type of Appointment		Total	Total by Disability Status				Targeted Disability								
			No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Permanent	#	183	150	16	17	2	0	0	0	1	0	0	0	1	0
	%	100%	81.97%	8.74%	9.29%	1.09%	0.00%	0.00%	0.00%	0.55%	0.00%	0.00%	0.00%	0.55%	0.00%
Temporary	#	61	49	7	5	1	0	0	0	1	0	0	0	0	0
	%	100%	80.33%	11.48%	8.20%	1.64%	0.00%	0.00%	0.00%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	#	244	199	23	22	3	0	0	0	2	0	0	0	1	0
	%	100%	81.56%	9.43%	9.02%	1.23%	0.00%	0.00%	0.00%	0.82%	0.00%	0.00%	0.00%	0.41%	0.00%

Table B13: USAID EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

Data as of September 30, 2016

Recognition or Award Program # Awards Given Total Cash	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Time-Off Awards, 1-9 hours															
Total Time-Off Awards Given	#	19	14	2	3	1	1	0	0	0	0	0	0	0	0
	%	100.00%	73.68%	10.53%	15.79%	5.26%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		156	114	16	26	9	9	0	0	0	0	0	0	0	0
Average Hours		8.21	8.14	8.00	8.67	9.00	9.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards - 9+ hours															
Total Time-Off Awards Given	#	120	107	4	9	5	3	0	1	0	0	0	0	1	0
	%	100.00%	89.17%	3.33%	7.50%	4.17%	2.50%	0.00%	0.83%	0.00%	0.00%	0.00%	0.00%	0.83%	0.00%
Total Hours		2861	2542	76	243	131	75	0	32	0	0	0	0	24	0
Average Hours		23.84	23.76	19.00	27.00	26.20	25.00	0.00	32.00	0.00	0.00	0.00	0.00	24.00	0.00
Cash Awards: \$100 - \$500															
Total Cash Awards Given	#	436	407	16	13	0	0	0	0	0	0	0	0	0	0
	%	100	93.35%	3.67%	2.98%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Amount		141125	130695	5882	4549	0	0	0	0	0	0	0	0	0	0
Average Amount		\$323.68	\$321.12	\$367.63	\$349.92	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Cash Awards: \$501+															
Total Cash Awards Given	#	1685	1572	37	76	12	8	0	1	0	0	1	0	2	0
	%	100.00%	93.29%	2.20%	4.51%	0.71%	0.47%	0.00%	0.06%	0.00%	0.00%	0.06%	0.00%	0.12%	0.00%
Total Amount		3471056.11	3269732.1	62030	138615	17926	11476	0	2250	0	0	1600	0	2600	0
Average Amount		\$2,059.97	\$2,079.98	\$1,676.49	\$1,823.88	\$1,493.83	\$1,434.50	\$0.00	\$2,250.00	\$0.00	\$0.00	\$1,600.00	\$0.00	\$1,300.00	\$0.00
Quality Step Increases:															
Total QSI Award	#	22	21	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	95.45%	0.00%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit		59905	56451	0	3454	0	0	0	0	0	0	0	0	0	0
Average Benefit		\$2,722.95	\$2,688.14	\$0.00	\$3,454.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Time-Off awards are Nature of Action Codes (NOAC) 846 and 847.

Cash awards are NOACs 840, 841, 842, 843, 844, 845, 848, 849 and 871.

Quality Step Increases (QSI) NOAC is 892.

Table B13: CIVIL SERVICE PERMANENT EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

Data as of September 30, 2016

Recognition or Award Program # Awards Given Total Cash	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Time-Off Awards, 1-9 hours															
Total Time-Off Awards Given	#	16	11	2	3	1	1	0	0	0	0	0	0	0	0
	%	100.00%	68.75%	12.50%	18.75%	6.25%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		132	90	16	26	9	9	0	0	0	0	0	0	0	0
Average Hours		8.25	8.18	8.00	8.67	9.00	9.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards - 9+ hours															
Total Time-Off Awards Given	#	101	88	4	9	5	3	0	1	0	0	0	0	1	0
	%	100.00%	87.13%	3.96%	8.91%	4.95%	2.97%	0.00%	0.99%	0.00%	0.00%	0.00%	0.00%	0.99%	0.00%
Total Hours		2446	2127	76	243	131	75	0	32	0	0	0	0	24	0
Average Hours		24.22	24.17	19.00	27.00	26.20	25.00	0.00	32.00	0.00	0.00	0.00	0.00	24.00	0.00
Cash Awards Under \$500															
Total Cash Awards Given	#	226	204	12	10	0	0	0	0	0	0	0	0	0	0
	%	100.00%	90.27%	5.31%	4.42%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Amount		79518	72088	4182	3249	0	0	0	0	0	0	0	0	0	0
Average Amount		352	353	349	325	0	0	0	0	0	0	0	0	0	0
Cash Awards \$501+															
Total Cash Awards Given	#	872	789	27	56	11	8	0	1	0	0	1	0	1	0
	%	100.00%	90.48%	3.10%	6.42%	1.26%	0.92%	0.00%	0.11%	0.00%	0.00%	0.11%	0.00%	0.11%	0.00%
Total Amount		1821766	1674245	45875	101647	16126	11476	0	2250	0	0	1600	0	800	0
Average Amount		2089	2122	1699	1815	1466	1435	0	2250	0	0	1600	0	800	0
Quality Step Increases:															
Total QSI Award	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit		7,441	7,441	0	0	0	0	0	0	0	0	0	0	0	0
Average Benefit		\$2,480.33	\$2,480.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Time-Off awards are Nature of Action Codes (NOAC) 846 and 847.

Cash awards are NOACs 840, 841, 842, 843, 844, 845, 848, 849 and 871.

Quality Step Increases (QSI) NOAC is 892.

Table B13: FOREIGN SERVICE PERMANENT EMPLOYEE RECOGNITION AND AWARDS - Distribution by Disability

Data as of September 30, 2016

Recognition or Award Program # Awards Given Total Cash	TOTAL	Total by Disability Status				Detail for Targeted Disabilities									
		No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]	
Time-Off Awards, 1-9 hours															
Total Time-Off Awards Given	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		24	24	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours		8.00	8.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Time-Off Awards - 9+ hours															
Total Time-Off Awards Given	#	19	19	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Hours		415	415	0	0	0	0	0	0	0	0	0	0	0	0
Average Hours		21.84	21.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Cash Awards Under \$500															
Total Cash Awards Given	#	210	203	4	3	0	0	0	0	0	0	0	0	0	0
	%	100.00%	96.67%	1.90%	1.43%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Amount		61607	58607	1700	1300	0	0	0	0	0	0	0	0	0	0
Average Amount		\$293.37	\$288.70	\$425.00	\$433.33	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Cash Awards \$501+															
Total Cash Awards Given	#	813	783	10	20	1	0	0	0	0	0	0	0	1	0
	%	100.00%	96.31%	1.23%	2.46%	0.12%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.12%	0.00%
Total Amount		1649290.11	1595487.1	16155	36968	1800	0	0	0	0	0	0	0	1800	0
Average Amount		\$2,028.65	\$2,037.66	\$1,615.50	\$1,848.40	\$1,800.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Quality Step Increases:															
Total QSI Award	#	19	18	0	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	94.74%	0.00%	5.26%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Benefit		52,464	49,010	0	3,454	0	0	0	0	0	0	0	0	0	0
Average Benefit		\$2,761.26	\$2,722.78	\$0.00	\$3,454.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Time-Off awards are Nature of Action Codes (NOAC) 846 and 847.

Cash awards are NOACs 840, 841, 842, 843, 844, 845, 848, 849 and 871.

Quality Step Increases (QSI) NOAC is 892.

Table B14: USAID SEPARATIONS By Type of Separation- Distribution by Disability

Data as of September 30, 2016

Type of Separation		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Voluntary	#	187	167	5	15	1	0	0	0	0	0	1	0	0	0
	%	100%	89.30%	2.67%	8.02%	0.53%	0.00%	0.00%	0.00%	0.00%	0.00%	0.53%	0.00%	0.00%	0.00%
Involuntary	#	25	22	0	3	1	0	0	0	0	0	1	0	0	0
	%	100%	88.00%	0.00%	12.00%	4.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Total Separations	#	212	189	5	18	2	0	0	0	0	0	2	0	0	0
	%	100%	89.15%	2.36%	8.49%	0.94%	0.00%	0.00%	0.00%	0.00%	0.00%	0.94%	0.00%	0.00%	0.00%
Total Workforce	#	3432	3173	98	161	26	15	0	2	2	0	2	1	4	0
	%	100%	92.45%	2.86%	4.69%	0.76%	0.44%	0.00%	0.06%	0.06%	0.00%	0.06%	0.03%	0.12%	0.00%

This table excludes temporary employees.

Voluntary separations nature of action codes (NOACs): 301, 302, 317, 350, and 352

Involuntary separations without a reduction in force (RIF) NOACs: 300, 304, 330, and 385

Table B14: CIVIL SERVICE SEPARATIONS By Type of Separation- Distribution by Disability

Data as of September 30, 2016

Type of Separation		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Voluntary	#	148	128	5	15	1	0	0	0	0	0	1	0	0	0
	%	100%	86.49%	3.38%	10.14%	0.68%	0.00%	0.00%	0.00%	0.00%	0.00%	0.68%	0.00%	0.00%	0.00%
Involuntary	#	4	3	0	1	1	0	0	0	0	0	1	0	0	0
	%	100%	75.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	#DIV/0!	0.00%	100.00%	0.00%	0.00%	0.00%
Total Separations	#	152	131	5	16	2	0	0	0	0	0	2	0	0	0
	%	100%	86.18%	3.29%	10.53%	1.32%	0.00%	0.00%	0.00%	0.00%	0.00%	1.32%	0.00%	0.00%	0.00%
Total Workforce	#	1584	1394	70	120	24	15	0	2	1	0	2	1	3	0
	%	100%	88.01%	4.42%	7.58%	1.52%	0.95%	0.00%	0.13%	0.06%	0.00%	0.13%	0.06%	0.19%	0.00%

This table excludes temporary employees.

Voluntary separations nature of action codes (NOACs): 301, 302, 317, 350, and 352

Involuntary separations without a reduction in force (RIF) NOACs: 300, 304, 330, and 385

Table B14: FOREIGN SERVICE SEPARATIONS By Type of Separation- Distribution by Disability

Data as of September 30, 2016

Type of Separation		TOTAL	Total by Disability Status				Detail for Targeted Disabilities								
			No Disability [05]	Not Identified [01]	Disability [06-98]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68 or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Voluntary	#	39	39	0	0	0	0	0	0	0	0	0	0	0	0
	%	100%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Involuntary	#	21	19	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	90.48%	0.00%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Separations	#	60	58	0	2	0	0	0	0	0	0	0	0	0	0
	%	100%	96.67%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Total Workforce	#	302	282	6	14	3	0	0	0	1	0	0	0	1	1
	%	100%	93.38%	1.99%	4.64%	0.99%	0.00%	0.00%	0.00%	0.33%	0.00%	0.00%	0.00%	0.33%	0.33%

This table excludes temporary employees.

Voluntary separations nature of action codes (NOACs): 301, 302, 317, 350, and 352

Involuntary separations without a reduction in force (RIF) NOACs: 300, 304, 330, and 385